

Greetings Senator Prague, Representative Ryan, and members of the Labor Committee. I wish to submit written testimony in regard to the Connecticut Restaurant Association's strong opposition to HB 6187, An Act Mandating Employers Provide Paid Sick Leave To Employees.

Connecticut's restaurants, like all small businesses, must remain free to allow market forces to determine business policy, including wages and salaries within the law, and employee benefits. Even in better economic times, not all businesses can afford the expense of paying employees that do not come to work. This is not indicative of the business owner's greed, or lack of concern for his/her employees... this is simply business reality. Regardless of the reason for the absence, many businesses just do not have these financial resources.

Connecticut's small businesses are forced to compete within a difficult arena, with some of the highest costs of doing business in the nation. The business startup is often the result of one individual's drive to work hard, save money, and invest in a small business. The risk-taker likely puts all of one's assets, including the family home, on the line to take the chance.

The decision to offer salaries, wages and benefits at any level must be those of the business owner. The decision to accept the employment package has been, and must remain, that of the candidate for the job being offered. These decisions are not the concern of government but of free enterprise, and based on the psychological contract that exists between the employer and the employee.

The members of the Connecticut Restaurant Association provide good jobs to 142,800 people in this state. We recognize the value of their contributions to our businesses, and will continue to do as much as we can to improve their jobs. However, the decisions about their benefit packages must remain those of the business owner.

Respectfully submitted,

Bob DeZinno  
President

Connecticut Restaurant Association